

# ADC Post

Dora B. Schriro - DIRECTOR

APRIL - 2004

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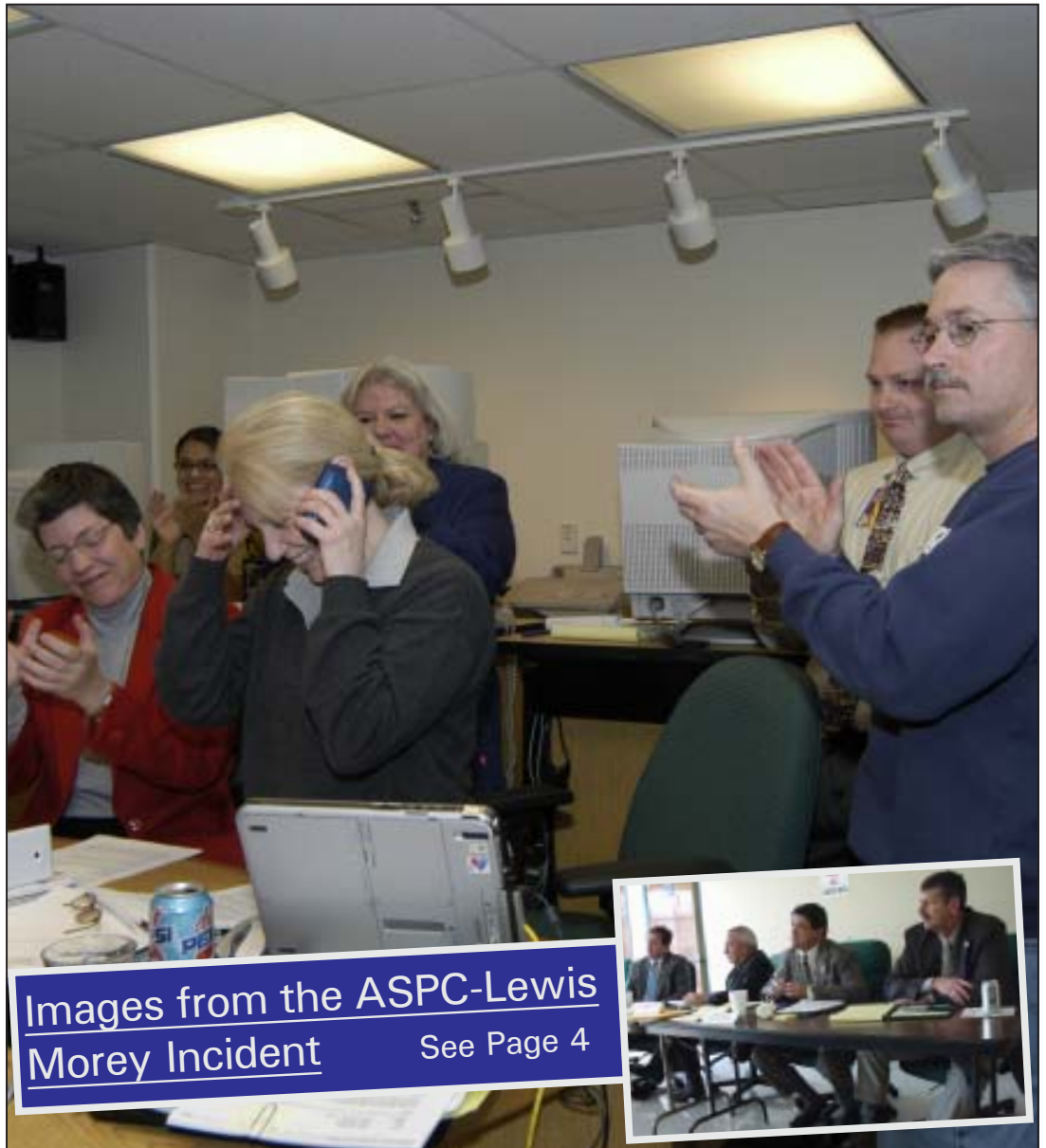
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# From Her Desk



**Dora B. Schriro**

## Building the new ADC: The 3 R's

The field of Corrections is staffed by professionals committed to protecting the public by operating its correctional facilities and community corrections offices according to the highest standards. In Arizona, this means that we press for excellence in the execution of every activity in the divisions of offender operations, programs services and support services and expect outstanding, measurable outcomes from every work location, every shift, and every day. The measures of our success are straightforward. One, correctional facilities and field offices operate in compliance with policy all of the time and without untoward incidents. Two, inmates are released to the community ready to resume citizenship as civil and productive ex-offenders: Fewer **relapse**, fewer are **revoked**, and fewer **re-offend**. Three, excellent employees are **recruited, retained, and rewarded**. Our strategic plan which is now on the department's web page, <http://www.adc.state.az.us/ospb/5YrPlan.PDF>, and the ADC Intranet, <http://159.87.76.30/director/reports/5YrPlan.PDF>, and the Governor's FY05 executive budget request which is pending action by the House and Senate appropriations committees, include funds to expand our capacity,



Governor Janet Napolitano and Director Dora Schriro along with her senior staff members watch the conclusion of the 15-day hostage standoff on the command center television.

**This is a great time to be a state corrections employee. We are making change happen.**

increase staff salaries, and enlarge substance abuse and sex offender treatment programs.

## Rebuilding ADC: B2B

The 15-day taking of the Morey Tower highlighted our agency's many strengths and brought to light its relative weaknesses. As to our strength, at no time during that time were we not united. We came together and worked together and together we succeeded in securing the release of our two officers without loss of life. Since then we have continued to work together in new and promising ways. First, a team of sergeants, lieutenants, captains and others in ADC were dispatched to ASPC-Lewis to provide peer assessment of its compliance with policies and procedures, and to ascertain whether supervisory and line staff is proficient in the performance of their core duties. Second, hundreds of staff responded to the invitation to appear before the Blue Ribbon Panel and to submit written remarks. The results of our assessment and your testimony are reflected in the Panel's report and all three are available on-line at [governor.state.az.us/global/blue\\_ribbon\\_panel.htm](http://governor.state.az.us/global/blue_ribbon_panel.htm). These recent endeavors clearly communicate our desire to be the best, but underscore the significant and sustained steps towards to self-improvement that we must take to get there. To this end, we are adopting a **Back-to-Basics (B2B) approach** to solve our problems. The long discontinued audits are reinstated - but reinvented - as peer reviews. They will be done by you, our own subject matter experts. Our pre-service and in-service training programs will be evaluated and expanded, too. Supervisors and managers will walk the yards with more junior line staff and more tenured officers will be invited to serve as class advisors and field training officers. We will also seek to establish Master Class status to compensate tenured staff whose work performance is distinguished. This plan consisting of the Panel's 69 recommendations and other opportunities that you identified for continuous improvement are on our web page as well at <http://159.87.76.30/director/reports/blueribbon.snp>.

This is a great time to be a state corrections employee. We are making change happen.



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## Calendar of Events

### April

- Alcohol Awareness, Sexual Assault Awareness & Child Abuse Prevention Month
- April 18 -- National Crime Victims' Rights Week & National Volunteer Week

### May

- May 3 -- National Correctional Officers Week
- May 7 -- Special Olympics Summer Games
- May 15 - National Peace Officers' Memorial Day



# Employees in the News

## Levey Assisting Victims of Crime



Dan Levey speaking to members of the media during the ASPC-Lewis hostage incident.

Dan Levey hopes some good can come from the tragedy that has shaped his personal and professional life. On November 3, 1996, his 40-year-old brother, who was the married father of two children, was on his way to play basketball – just as he had been doing for the past 10 years. Moments later, he was fatally shot by two assailants after they stole his car and left him for dead.

The aftermath of this horrific crime thrust Levey and his family as unwilling participants into the criminal justice system. As a victim, he has had to undergo the frustrating and challenging legal and criminal process that is just one of the

repercussions of a criminal act. What he discovered through his long and painful ordeal was that victims needed to be treated with dignity and respect.

The murder of his brother fueled a passion within him to work for victims' rights. "I wanted to keep on fighting in memory of my brother," said Levey. This conviction empowered him to leave a well paying job in insurance and become a full time victims' rights advocate. He first began working as a victims' advocate at the Attorney Generals Office where he was later promoted to special assistant to then Attorney General Janet Napolitano. Levey says, "Governor Napolitano has long recognized the need for raising awareness on crime victims' rights and crime victim issues." This is why when she was elected Governor she appointed Levey to be her Advisor to Victims, which is one of the first positions of its kind in any Governor's office in the nation.

In addition to his role in the Governor's Office, Levey has also accepted a temporary assignment with the Arizona Department of Corrections where he will oversee a new Office of Victims' Services. During his assignment with the department, he will spearhead efforts aimed at promoting victims rights throughout the State by building a comprehensive services unit designed to foster better understanding of victims needs and rights.

According to Levey, he plans on reaching out to victims through enhanced dialogue with the purpose of demonstrating to them, "the system cares." He stated, "Corrections staff can make a difference and help to compliment the services already in place."

Mr. Levey is the current National President for Parents of Murdered Children, Inc (POMC), a nationwide organization with more than 70 chapters nationwide and about 100,000 members. Dan has worked on numerous public policy changes for victims' and has crafted numerous pieces of victim legislation including the Arizona Crime Victims Employment Leave Act, which allows crime victims to take time off to attend court proceeding without the fear of losing their job.

He is the immediate past president and a founding member of Arizona Voice for Crime Victims, a statewide 501 © non-profit organization working to promote justice for crime victims. Mr. Levey is involved in numerous other victims' organizations, including Fight Crime: Invest in Kids, Life Sentence, and is past board member of the Phoenix Valley of the Sun Chapter of POMC and he also was the chapter Murder Is Not Entertainment (MINE) representative.

## New Programs Division Director Named

His goal is to make the Arizona Department of Corrections program services a cost effective, model system. A tall order, you might think, but not in Program Division Director Steve Ickes' mind. With an energy level that belies his age, his thoughtful plans include laying the groundwork for a new structure to improve the public safety impact of program services.

Not long ago, Mr. Ickes was a retired employee of the Oregon Department of Corrections and headed for the university. He had spent the last 34 years of his career working in a variety of state and local positions beginning as a clinical social worker for the Wisconsin State Prison and ending as the administrator for the Intake and Assessment Center for the Director's Office of the Oregon Department of Corrections.

Since Director Dora Schriro recruited him to come out of retirement, Program Director Ickes has hit the ground running, paving the way immediately for improved ways of developing program services and promoting life changing contact between all department employees and the inmate population.

"The decision to end my retirement was



Steve Ickes explaining his ideas on inmate programming

based on my professional respect and admiration for Director Schriro," said Mr. Ickes. He added, "Director Schriro's Parallel Universe philosophy influenced me significantly including several concepts we implemented at the Oregon Department of Corrections following her visit."

Ickes seeks to ensure inmates are productively engaged from the time they wake to the time they

go to sleep. He plans to build a program services division through vision and hard work and find new ways to extend its existing potential.

Program Director Ickes hopes to implement, "A balanced approach, combining strong security practices with strong correctional programs. Both must work hand-in-hand. The bottom line is having a positive effect on public safety by reducing recidivism and victimization."

While employed in Oregon, Mr. Ickes was most proud of the "Oregon Accountability Model" — a simple automated system of connecting inmates with programs and services thereby reducing the offenders' risk of future criminal behavior.

Mr. Ickes emphasizes the need to be an administrator who is accessible. He will continue to visit the institutions frequently, listen to staff and inmates' ideas, concerns and hopes for the future. "I am enjoying the new path my life has taken. I hope to make a contribution to this state by doing what I do best, putting together effective teams, building evidenced-based program systems and measuring their results," said Mr. Ickes.

He is married and has four grown children.



# The ASPC-Lewis

## ADC Continues to Move Forward

by Cam Hunter, Public Information Officer

The 15-day hostage siege at Lewis Prison is now a part of our history. As we move ahead, restoring our lives and our jobs to normal, media attention follows. The challenges and dangers CO's and staff face daily in our prison complexes are now more clearly understood by the public. And the analysis of the incident has begun.

ADC conducted the criminal investigation, administrative review, and reinstituted the assessment process beginning with ASPC-Lewis; the Governor convened a Blue Ribbon Panel which made recommendations on March 4<sup>th</sup>; the Governor has called for a review of the negotiations under the direction of a former Arizona Supreme Court Chief Justice; and the Maricopa County Attorney's Office brought charges against the inmate hostage-takers and is conducting a Grand Jury investigation.

The incident, the agency's response during the 15-day siege and the investigation conducted by ADC are all matters of public record. Media outlets requested hundreds of documents. Department of Corrections staff, with the assistance of the Attorney General's Office, redacted protected information, such as medical and security, from the documents. Literally thousands of pages, and hundreds of video and audiotapes, were provided to the media. That task continues.

To view transcripts, reports and findings of the Governor's Blue Ribbon Panel, visit the ADC Internet website and click on "Latest News," or go to:

[http://www.governor.state.az.us/global/blue\\_ribbon\\_panel.htm](http://www.governor.state.az.us/global/blue_ribbon_panel.htm).

Also, many ADC employees were in need of debriefing following the Morey incident. If you are experiencing stress and would like to learn ways to cope, please visit: <http://www.adc.state.az.us/pio/cisd.html>.



# Morey Incident





# Spirit of

## ADC Donates Items to Several Organizations

Lieutenant Robert Nyswaner of the ASPC-Lewis Rast Unit leaped into the bed of a white Arizona Department of Corrections pickup truck filled with televisions and radios confiscated from ASPC-Lewis inmates, and began distributing them to employees at the Sojourner Center, a shelter in Phoenix for women fleeing domestic violence.

Recently, Nyswaner, accompanied by ASPC-Lewis Deputy Warden Denise Andre, delivered, unloaded and stacked 47 televisions and three radios at the Sojourner Center, and dropped off a television and radio at the Valley of the Sun Parents of Murdered Children Inc. in Glendale, Arizona, a self-help organization dedicated to helping the family and friends of murder victims. The televisions and radios, all in perfect working condition, were donated by ASPC-Lewis and considered to be prison contraband.

"When Director Schriro toured Lewis, she saw the confiscated televisions and asked what the complex was planning to do with them. One of our employees told her we were going to discard them, and that's when she recommended we donate the televisions to victims of crime," said Andre.

Following the Director's tour, ASPC-Lewis contacted Dan Levy, Advisor to Governor Janet Napolitano for Victim Services, and he recommended the prison donate the items to the Sojourner Center and Valley of the Sun Parents of Murdered Children.



Lieutenant Robert Nyswaner hands Sojourner Center Donations Coordinator Beth Rodriguez a television

According to Beth Rodriguez, the Sojourner Center donations coordinator, the electronic devices will be placed in the shelter's store. Women will be able to purchase the televisions and radios with special vouchers earned through the organization's empowerment program. Also, some women on the agency's critical needs list will be provided with a television or radio at no charge.

"I think it's fantastic the Department was able to put these televisions to good use," said Nyswaner. "These are two very deserving organizations who do wonderful things for victims of crime."

**"I think it's fantastic the Department was able to put these televisions to good use," said Nyswaner.**

Since 1977, the Sojourner Center has been providing a safe haven for women victimized by domestic violence. The Valley of the Sun Parents of Murdered Children provides bereaved families support as they go through the intense grief process that occurs when another person intentionally or recklessly takes the life of someone they love.

## Graham Unit Assists Safe House

By Berry McMacken, Deputy Warden, ASPC-Safford



ASPC-Safford Graham Unit inmates display pumpkins they painted for SECC.

Recently, the Graham Unit at Arizona State Prison Complex-Safford was busy raising money for the Mt. Graham Safe House.

Through the State Employee Charitable Campaign, the Unit raised a total of \$2,800 in special events money.

A co-ed softball tournament, put together by Correctional Officer III Craig Skinner and Administrative Secretary I "Maro" Merino, raised \$1,600. Operating a dunk tank at the Greenlee County Fair and a dart booth at the City of Safford Harvest Festival raised the remainder of the money. The dart booth gave away pumpkins painted by inmates as prizes.

Mt. Graham Safe House, Inc. was organized in July 1995 and opened for service in December 1995. The Safe House Program was organized to provide victims of domestic violence short-term emergency housing and community outreach services. The Safe House provides crisis intervention, assessment, advocacy and referral, conducted in a safe, secure and confidential environment. Primary service area includes Graham and Greenlee counties and a portion of the San Carlos Apache Reservation.

## Florence Donates Televisions to Victims of Abuse



ASPC-Florence delivered 25 television sets to Against Abuse Inc. in Casa Grande. Against Abuse Inc. is an umbrella organization that aims to reduce substance abuse among youth and strengthen community anti-drug coalitions.

# of Giving

## Safford Men Called to Duty

by Kat Sticklin, Administrative Assistant III, ASPC--Safford



Officers Tony Roybal, Steven Vigus, Kelly Kay and Sgt Daniel Town.

Four ASPC-Safford staff members have left their families and put themselves in harm's way to ensure our freedom.

Officers Tony Roybal, Steven Vigus and Kelly Kay and Sergeant Daniel Town received their activation notice from the National Guard Unit stationed in Graham County. The activation is for one year, and could include duty in Iraq.

Officer Roybal has been with the Department

since April of 2003, and served with the National Guard for two years as a mechanic.

Officer Kay, an employee with the Department since May of 1995, served in the National Guard for almost four years as a Heavy Equipment Operator.

Officer Vigus has been with the Department since September of 2001, after serving 10 years in the military, and served three years with the National Guard as a Heavy Equipment Operator.

Sgt Town started with the Department since February 1996, and served with the National Guard for one and a half years as a heavy equipment operator.

ASPC-Safford Deputy Warden Mark Perkins said, "I praise the men for the work they have done for us, and for their continued commitment to their country. I told these men to be alert to stay safe, to be careful and to remember their training so they could come back alive."

## Eyman Teacher Gets New Wheels

by Ted Griffith, Correctional Education Program Manager, ASPC-Eyman



CEPT Kevin Brickly displays his new bike.

Several anonymous Arizona State Prison Complex-Eyman employees displayed their generosity by buying Correctional Education Program Teacher Kevin Brickly a new bicycle. Prior to receiving the bike, Brickly rode an old, rundown bike to work every day. Last year, Brickly was out of work for nine months recuperating from seizures and two broken shoulders.

## A Safe Return for Douglas Officer



Warden Greg Fizer and COII William Gower remove the symbolic yellow ribbon

Driving through the tree-lined road to the ASPC-Douglas, a visitor may notice 11 trees with yellow ribbons. These ribbons represent the 11 ASPC-Douglas staff members that are in Middle East fighting the war on terrorism. Warden Greg Fizer promised the families of these Officers the ribbons would remain on the trees until their loved ones returned from war.

Recently, one ribbon was removed. Gone since February, CO II William Gower returned from Iraq and joined his ADC family.

## Winslow Baseball Tournament a Hit

by Michele Reeves, Executive Staff Assistant, ASPC-Winslow



Members of the ASPC-Winslow softball team proudly display their first place trophy.

The Apache Unit softball tournament raised more than \$2000 for the 100 Club. Teams from ASPC-Safford, ASPC-Winslow, ASPC-Lewis, Fort Grant Unit, a team from Coolidge and a local team participated. Competition was fierce but the hosting ASPC-Winslow/Apache Unit team took first place, Lewis Complex placed second and Safford Complex placed third.

The 100 Club began in 1965 with the death of a Phoenix Police Officer. The 100 Club has supported the families of 115 police officers, correctional officers, federal agents and firefighters who were killed in the line of duty and hundreds who have experienced serious injury.



# Health Services Awarded Loan Repayment Scholarships

Jayne R. Russell, CCHP-A, Health Services



To ensure an adequate supply of health professionals are working in Arizona Department of Corrections prisons, the National Health Service Corps awarded ADC Health Services with a record number of federally funded loan repayment scholarships.

The scholarships assist ADC health professionals with repaying educational loans still owed. Loan repayment funds may be up to \$25,000 per year for each candidate, with an additional \$10,000 in tax assistance payment, amounting to \$1,640,000 over four years. Eligible loan candidates include physicians, mid level

providers, psychiatrists, dentists, psychologists and master's level psychologists.

Awards were granted to the following 12 Health Services staff members:

**Deborah Kinder, M.D., Douglas, Susan Arnold, Ph.D., Florence, Jason Newall, Ph.D., Eyman, Norm Bertel, Psy.D., Lewis, Dan Link, M.D., Perryville, Leslie Kirby, Ph.D. Perryville, Kelly Brooks, DDS, Phoenix, Bethanne Keene, Ph.D., Phoenix, Wayne Kennedy, M.C., Phoenix, Robert Richardson, M.A, Phoenix, Suzy Buffington, N.P, Yuma and Karen Barkley-Dodson, M.D., Yuma.**

The recipients of the scholarships will receive their full ADC salary, in addition to the loan repayment. By accepting the loan repayment funds, the recipients are committed to work for ADC for two years in full time clinical practice. Also, the Loan Repayment Program is renewable for two additional years, if educational loans still remain.

## Governor Meets ADC Employees

To thank Arizona Department of Corrections employees for their dedication and exceptional service to the state of Arizona, Governor Janet Napolitano visited Central Office on March 9. For approximately one hour in the Central Office courtyard, the Governor and Director Dora

Schriro talked with employees and posed for pictures. The event featured displays showcasing the Department's products and services. Also, Jethro and Bullett, the ASPC-Safford bloodhounds who captured the federal prison escapee, were present.



Governor Napolitano and Director Schriro meet Bullett and COII Jonathan Fertig

## Bloodhounds Help Capture Federal Escapee



Lt. Antonio Jurado with Jethro

Jethro, Bullet, Diamond Rio and Arco.

During the night, they helped track down a federal prison escapee.

The four, all bloodhounds, are assigned to the Arizona Department of Corrections (ADC) and are trained to track.

When an inmate from the federal prison facility at Safford escaped late yesterday, the call went out for assistance from other state, federal and local law enforcement agencies, including the Arizona State Prison Complex - Safford. About a dozen ADC staff from the facility, the dogs and their handlers were mobilized to help out.

ADC's Captain Phil Elliott was the chase commander and says the dogs tracked the inmate about 17 miles through neighborhoods, washes, over a golf course and eventually into the community of Thatcher. The inmate was discovered sleeping in a storage facility and taken in to custody around 3 am by the Police Chief of Thatcher. Jethro and Bullett found the escapee and remained on site until he was apprehended.

Capt. Elliott emphasized that the Department of Corrections was one of many agencies called in to support the Federal Bureau of Prisons. He characterized the hunt as a cooperative effort between law enforcement agencies which included the Federal Bureau of Prisons, US Marshall Service, Departments of Public Safety and Corrections, Graham County Sheriff, and Cities of Safford and Thatcher.

He says the reward for the dogs, trained expressly by ADC handlers to track and called upon frequently by other agencies to assist in searches, is love.



Sgt. Danny Sanchez and COII Kristine McClean of ASPC-Phoenix meet with the Director and Governor